THE RECOVERY KERNEL

Conflict Guide — Deep Body Pack

Priority-market body pass.

This guide maintains the core purpose and emotional tone of the Conflict Guide while providing more detailed instructions on how facilitators can help participants address conflict directly, avoiding denial, panic, triangulation, or unnecessary escalation.

What is a conflict?

Konflikt er ikke automatisk et tegn på at noe er galt med gruppen. Noen ganger kan det være et tegn på at dynamikken i gruppen blir tydeligere. Konfliktveilederen finnes for å hjelpe fasilitatorer med å skille mellom destruktiv eskalering og konstruktiv friksjon, slik at spenninger kan håndteres uten å miste struktur, trygghet eller kontakt.

Conflict matters because it can have a significant impact on individuals, relationships, and society as a whole. It can lead to stress, anxiety, and depression, and it can damage relationships and create divisions within communities. In some cases, conflict can even escalate into violence.

There are many different types of conflict, including interpersonal conflict, organizational conflict, and international conflict. Interpersonal conflict occurs between individuals, while organizational conflict occurs between groups or departments within an organization. International conflict occurs between countries.

Conflict can be caused by a variety of factors, including differences in values, beliefs, goals, or resources. It can also be triggered by misunderstandings, miscommunications, or power imbalances.

While conflict can be destructive, it can also be a catalyst for positive change. When conflicts are resolved constructively, they can lead to greater understanding,

empathy, and cooperation. They can also help to identify and address underlying problems that may have been contributing to the conflict.

Here are some of the ways that conflict matters:

*** It can impact individuals' mental and physical health.**
*** It can damage relationships and create divisions within communities.**
*** It can escalate into violence.**
*** It can be a catalyst for positive change.**

It is important to learn how to manage conflict effectively so that it does not have a negative impact on our lives. This includes developing skills in communication, negotiation, and problem-solving.

If conflict is avoided, the room often becomes false, passive, split, or quietly resentful. If conflict is indulged without containment, the room can become chaotic, punishing, or unsafe. Good conflict work does not erase difference; it helps people stay in contact with difference without collapse or attack.

What to watch for:

* **Changes in mood or behaviour.**
* **Difficulty sleeping.**
* **Increased anxiety or agitation.**
* **New or worsening physical symptoms.**
* **Thoughts of self-harm or suicide.**
* **Use of substances.**
* **Social withdrawal.**
* **Changes in appetite.**
* **Neglecting personal hygiene.**
* **Loss of interest in activities.**

Watch for interruption, cross-talk, tightening posture, rising volume, moral certainty, rescuing, sarcasm, side-taking, withdrawal, looping accusation, or the moment when people stop speaking from direct experience and begin speaking about each other instead of to each other.

Early moves.

Intervene early. The first steps are usually straightforward: slow down the interaction, acknowledge the tension, minimise interruptions, and ensure only one person speaks at a time. Early intervention can prevent manageable conflict from escalating into damaging relationships.

Facilitator role

The facilitator should not become a prosecutor, referee, or savior. Your role is to protect the process, maintain communication, and ensure the discussion remains within a manageable scope that allows for complex ideas. You are there to manage the environment, not to advocate for one viewpoint over another.

Diretriz.

Okay, I understand. I will focus on providing direct translations in Australian English, avoiding indirect commentary and encouraging personal expression while adhering to all the specified rules.

Room vs pair

Sometimes the whole room is inside the conflict. Sometimes two people are carrying the active charge while everyone else starts to orbit around them. Know when to address the entire room and when to narrow the focus so the conflict does not become contagious.

Repair.

Not every conflict resolves in agreement. Sometimes repair looks like clarity, boundary, pause, or acknowledgment rather than harmony. A good team can survive disagreement if the conflict is handled appropriately.

* Do not use any equipment that is damaged or faulty.
* Do not operate the machine if you are feeling unwell or tired.
* Do not attempt to repair the machine yourself.
* Do not modify the machine in any way.
* Do not leave the machine unattended while it is running.
* Do not allow children or animals near the machine.
* Do not use the machine for anything other than its intended purpose.
* Do not store flammable materials near the machine.
* Do not operate the machine in a wet or damp environment.

* **Do not expose the machine to extreme temperatures.**
* **Do not block the ventilation openings on the machine.**
* **Do not overload the machine.**
* **Do not use abrasive cleaners on the machine.**
* **Do not dispose of the machine improperly.**
* **Do not ignore any warning signs or labels on the machine.**
* **Do not operate the machine if you are under the influence of alcohol or drugs.**
* **Do not allow anyone to operate the machine who is not properly trained.**
* **Do not use the machine in a way that could create a hazard to yourself or others.**
* **Do not attempt to bypass any safety features on the machine.**
* **Do not modify the software or firmware of the machine.**
* **Do not connect the machine to any unauthorized devices.**
* **Do not share your login credentials with anyone.**
* **Do not download or install any unauthorized software on the machine.**
* **Do not use the machine for illegal activities.**
* **Do not attempt to access data that you are not authorized to view.**
* **Do not modify or delete any system files on the machine.**
* **Do not disable any security features on the machine.**
* **Do not share your personal information with anyone without their consent.**
* **Do not click on suspicious links or attachments in emails or messages.**
* **Do not open attachments from unknown senders.**
* **Do not download files from untrusted sources.**

* Do not visit websites that are known to be malicious.
* Do not use public Wi-Fi networks without a VPN.
* Do not leave your computer unattended while you are logged in.
* Do not store sensitive information on your computer without encryption.
* Do not share your passwords with anyone.
* Do not use weak or easily guess

- Don't ignore the tension in the room; acknowledge it directly.
- Don't jump to peacekeeping measures that ignore the underlying problem.
- Don't allow the group to divide into opposing factions without explicitly identifying that division as a "polarisation" or similar term.
- Don't mistake emotional intensity for truth.
- Don't allow the conflict to escalate beyond the point where it can be managed safely.